

North Star Charter School

Differential Pay Plan 2013-2014

Areas	Knowledge	Skills	Dispositions	Effectiveness
Output Indicators	Targeted PD (Idaho Leads Training); Professional readings and book study (<u>Leadership and Self Deception</u>)	Training on research based programs for teachers and paraprofessionals; Mentorships; Model effective teaching strategies	PLC work; Team/department Work; Committee Work; Advisorships; Compliance with special programs	Student achievement on IB exams, SAT, ACT, PSAT, EOC, SBAT, IRI, Easy CBM (Reading Comprehension and Fluency, Math), Aims Web Writing, Myon,
Basis of Measure	Individual Reflection; Sociogram to measure culture within the staff; Survey to show how staff feels about teaching at N.S.	Individual Reflection	Individual Reflection	Individual and Group Results, Student Attendance
Activities/ Strategy	Lesson plans, curriculum scope and sequence, Benchmark assessments, EOCs	Leadership roles; Teachers video themselves teaching for reflection; Share with staff best practices; Observe other teachers; Peer coaching	Attendance at PLC meetings; Products; Chair duties; Advisors; Submission of building paperwork	Measure growth through collection of data as determined by building administrators/teachers aligned with N.S. goals and approved by the Board of Directors
Shares	<p>Certified staff will receive a share(s) based upon measurable student growth and evaluation using Charlotte Danielson's Framework for Teaching. Points for items currently being determined by principals and teachers.</p> <p>Basic Teacher- .50 of a share</p>			

	<p>Proficient Teacher- 1 share Distinguished Teacher – 1.5 shares</p> <p>Classified staff will receive half a share based upon evaluation by their supervisor. ***NSAT (North Star Administrative Team) members will receive the mean amount earned by teachers.</p>
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